

DEI Poll Question:

How does your company measure Inclusion today?

1. We do not measure inclusion.
2. Some teams survey their direct reports to measure inclusion and engagement.
3. We have employee surveys directly focused on inclusion, company wide.
4. We have employee surveys directly focused on inclusion, company wide, and integrate this feedback into meaningful change.
5. I'm not sure



WEBINAR
entelo

BUILDING AN
**INCLUSIVE WORKFORCE IN A
REMOTE WORLD**

JANUARY 28TH | 11:00AM PT

entelo

COMPANY SNAPSHOT



Recognized
Leader in
Diversity
&
Inclusion

Headquartered in
San Francisco

Featured in
Forbes, BBC
Bloomberg, CNBC,
US News, Fast
Company, USA
Today and more

Acquired
Candidate
Messaging
Platform CIQ in
2019

500M+
Candidate
Profiles

Founded 2010

J | M | P
SECURITIES

HOT 100
SOFTWARE
COMPANIES

THE MOST COMPREHENSIVE DIVERSITY & INCLUSION RECRUITING SOLUTION

TALENT POOL REPORTS

ONE-CLICK DIVERSITY FILTERS

PEER-BASED SKILLS

D&I CANDIDATE HIGHLIGHTS

INCLUSIVE LANGUAGE

UNBIASED SOURCING MODE

DIVERSE PIPELINE REPORTING

DIVERSITY: SEARCH

entelo

Diversity & Inclusion



CANDIDATE HIGHLIGHTS: DIVERSITY

Quickly identify candidates from underrepresented groups with candidates badges highlighting the rich dimensions of diversity.

Discover candidates who belong to groups associated with specific minorities, such as LGBTQ, Hispanic, Asian, and women's networks, as well as candidates who have championed diversity initiatives at work.

The screenshot displays a candidate profile for Isabella Martin, a Senior Product Designer at Acme. The profile includes a profile picture, name, title, location (San Francisco), and experience (8 Years Total Experience, University of Kansas). It features social media links (LinkedIn, Twitter, Facebook, GitHub) and buttons for 'Contact' and 'Add to shortlist'. Below the profile, there are skill tags: Prototyping, Web Design, Front End, HTML, and Usability. Two progress bars are shown: 'LIKELY TO MOVE' (green bar) and 'COMPANY FIT' (green bar). Below the bars, there are two bullet points: 'Significant turnover in the past year' and '3 people from Acme joined your team in the past year'. A 'HIGHLIGHTS' section is overlaid on the profile, showing three badges: 'Diversity Champion' (purple heart icon), 'Hispanic Career Network' (yellow handshake icon), and 'Volunteer Experience' (blue globe icon). Below the highlights, there are three tabs: 'id-level', 'Mid-level → Senior', and 'Senior' (which is selected and highlighted in green). The 'Senior' tab shows the candidate's work history at Acme, Inc., including the title 'Senior Product Designer at Acme, Inc.', duration '2 years 1 months', and level 'Senior-level'. The company profile for Acme, Inc. is also shown, including the logo, name, industry 'Financial Services', series 'Series E', employee count '120-160 Employees', and growth rate '+20% YoY'. The company description states: 'Acme is a financial technology services company, offers installment loans to consumers at the point of sale. Report: Fintech Acme Receives Unicorn Status'. The source 'Crunchbase' is mentioned in the bottom right corner.

Isabella Martin
Senior Product Designer @ Acme
San Francisco · 8 Years Total Experience · University of Kansas

in tw fb gh v Contact Add to shortlist

Prototyping Web Design Front End HTML Usability

LIKELY TO MOVE
• Significant turnover in the past year

COMPANY FIT
• 3 people from Acme joined your team in the past year

HIGHLIGHTS

♥ Diversity Champion 🤝 Hispanic Career Network 🌐 Volunteer Experience

id-level Mid-level → Senior **Senior**

Senior Product Designer at Acme, Inc
2 years 1 months · Senior-level

Acme, Inc
Financial Services • Series E • 120-160 Employees (+20% YoY)

Acme is a financial technology services company, offers installment loans to consumers at the point of sale. Report: Fintech Acme Receives Unicorn Status

crunchbase

PEER-BASED SKILLS

On average, women list 16% fewer keywords in their profiles compared to men with the same level of experience in similar roles.

Correct for this bias with Entelo's proprietary 'Peer-Based Skills' algorithm. Automatically surface qualified candidates, even when they don't explicitly list skills on their social profiles.

45% INCREASE IN THE
AVERAGE
NUMBER OF
RESULTS

Swapna Savant
Senior Software Engineer at Entelo
San Francisco Bay Area

Similar candidates from Entelo also reported this skill assembly

entelo sql elasticsearch machine learning programming

LIKELY TO MOVE

- Recently celebrated or is approaching a work anniversary.
- Has an average job tenure of 1+ years.

ENTELO FIT

- Works or worked at your organization.

HIGHLIGHTS

- In High Demand
- Advanced Degree
- Women's Professional Group
- 10+ Years

SKILLS REPORTED BY SWAPNA SAVANT:

javascript html 5 visio xml c# web development css javascript requirejs
software development microsoft sql server linux asp.net pl/sql web design
oracle [Show Less](#)

PREDICTED SKILLS BASED ON SWAPNA SAVANT'S PEERS:

ruby on rails ruby javascript elasticsearch redis react.js machine learning
git mysql linux java node.js css html amazon web services (aws) postgresql
mongodb c++ agile methodologies web development c programming test

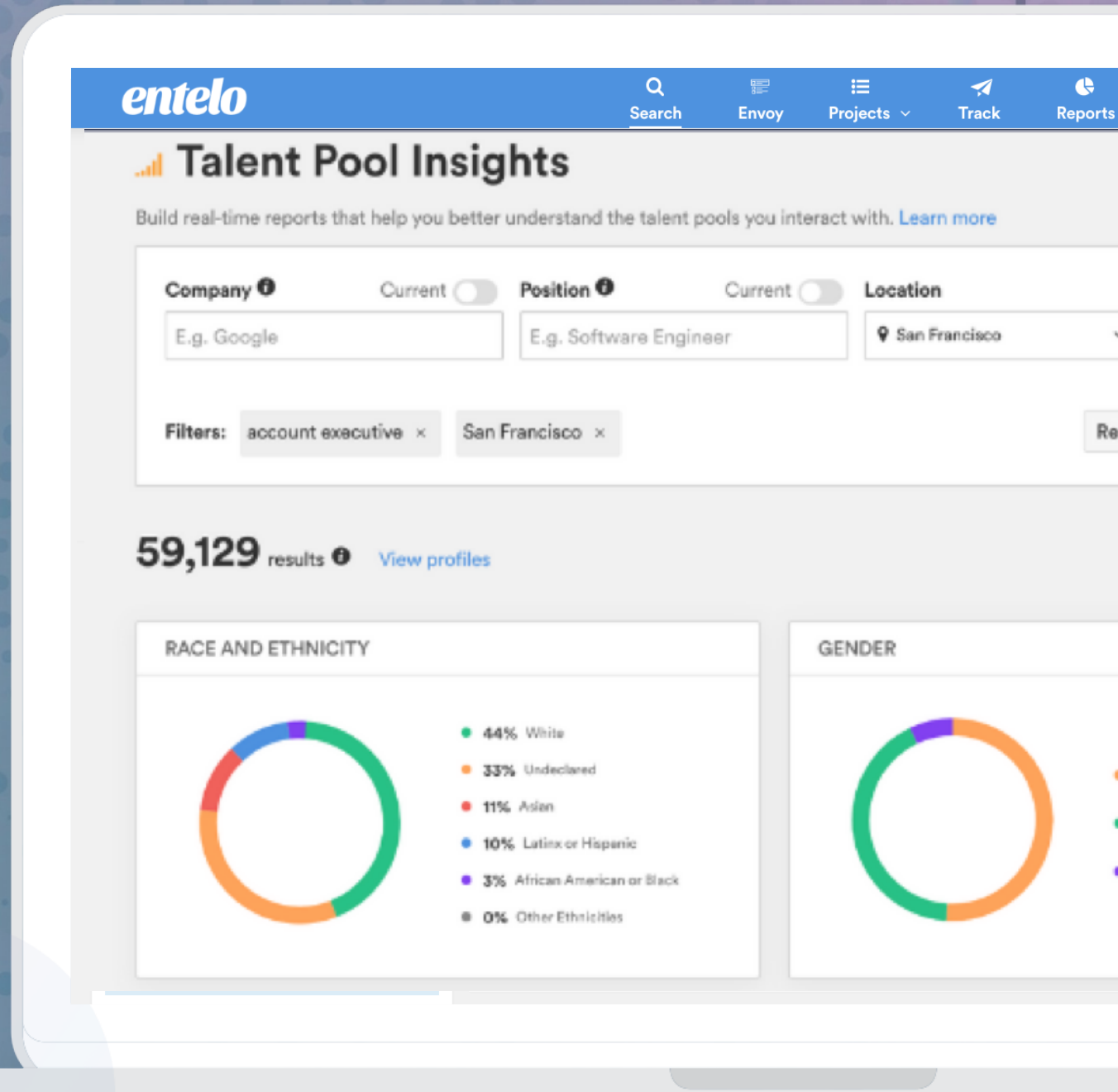
OTHER RELATED SKILLS:

mysql

TALENT POOL INSIGHTS

Visualize Your Talent Pool.

Get an in-depth understanding of the available candidate pool for each search with interactive and real-time insights on gender and ethnicity make up, top skills, companies, schools and more.



UNBIASED SOURCING MODE

Ensure your sourcing processes are as fair and unbiased as possible with the new **Unbiased Sourcing Mode**.

Anonymize and hide key information from candidates' profiles and prevent unconscious bias from creeping into your sourcing process.











You can choose to anonymize categories of information like names, photos, even gaps in employment or graduation dates.

The screenshot displays the Entelo web application interface. At the top, the navigation bar includes the Entelo logo, a search bar, and links for Envoy, Lists, Track, Reports, and a user profile (Johnny). A modal window titled "Unbiased Sourcing Mode" is open, featuring a list of toggleable filters to anonymize candidate data:

- Anonymize names**: Prevents bias based on gender, appearance or ethnicity.
- Hide photos**: Prevents bias based on appearance, gender, or ethnicity.
- Hide school names**: Prevents bias based on academic background and/or place of origin.
- Hide employment gaps**: Prevents bias based on lifestyle changes (e.g., family leave, unemployment, etc.).
- Hide employers**: Prevents similarity based on your personal perception of specific brands or industries.
- Hide salary information**: Prevents wage discrimination and gender pay gaps by hiding salary estimates.
- Hide years of experience**: Prevents stereotyping and discrimination based on employment history.
- Hide graduation dates**: Prevents bias by hiding academic information.
- Substitute gender-specific names**: Prevents gender bias by showing generic names.

Below the filters, a candidate profile for **Jay Walker** is shown. He is a Senior Product Designer at Acme, located in San Francisco, with 8 years of experience. The profile includes a "Likely to Move" score bar and a list of skills: Prototyping, Web Design, Front End, HTML, and Usability. A note indicates "Significant turnover in the past year".

DIVERSITY FEATURES COMPARISON

		Linked 	<i>entelo</i>
DIVERSITY SEARCHING	ADVANCED DIVERSITY FILTERS (GENDER, ETHNICITY, VETERAN)	Gender Only, NOT ACTIONABLE	
	CUSTOM DIVERSITY SEARCHES	NO	
	CANDIDATE DIVERSITY INSIGHTS	ONLY IN AGGREGATE	
	PREDICTIVE SKILLS	NO, ONLY EXPLICIT	
	INCLUSIVE LANGUAGE TOOLS AND TIPS	NO	
	UNBIASED SOURCING MODE	NO	
	COLLABORATIVE DIVERSITY TOOLS (ORG-LEVEL SHARABLE, CUSTOMIZABLE DIVERSITY SETTINGS)	NO	
REPORTING	ADVANCED DIVERSITY FUNNEL REPORTING	NO	
	EXPORTABLE DIVERSITY REPORTS / TALENT POOLS	Gender Only (Talent Mapping)	

Meet Your Moderator

André Boulais, VP of Customer Success @Entelo

- 15+ Years in Talent Acquisition and Technology
- Partnered with 100's of VP's of TA to create and launch strategic global programs with focus on:
 - Building and Nurturing Talent Pools
 - Diversity, Equity and Inclusion
 - University and Early in Career Recruiting
 - Employer Branding
- 10 Years of Corporate Talent Acquisition Leadership
 - Head of Sourcing for Salesforce Marketing Cloud
 - Teams saved \$3.5M in ROI from Sourcing
 - Responsible for technology budgets of \$500k
- Global Speaker on Talent Acquisition
 - [HR.com](https://www.hr.com), SHRM, DisruptHR, SRSC, SourceCon
 - Regular contributor to SHRM
- Co-founder of SourceCon Indy Chapter



Agenda

1. Welcome/Entelo Snapshot

- DEI State of the Market Data
- DEI Assessment Results

2. DEI Panel

- Introductions
- Panel Questions
- Q&A

3. Additional Resources

- Diversity in Recruiting Workshop
- DEI Assessment Link

By The Numbers

Employment–Population Ratio

58.3 percent for Blacks, 60.7 percent for Whites, 61.6 percent for Asians, 62.9 percent for individuals of Two or More **Races**, and 63.2 percent for Hispanics.

U.S. POPULATION BY RACE AND ETHNICITY in 2018



The nation's child population is more diverse than its total population.




White Hispanic or Latino Black Asian Multiracial American Indian or Native Alaskan Native Hawaiian or Pacific Islander

Beyond changing national demographics, why are workers seeking more diverse and inclusive workplaces? Because 45% of American workers experienced discrimination and/or harassment in the past year. (Gallup)

Just over half (55%) of American workers agree that their place of work has D&I policies in place; yes, this is a majority of workers, but it means that nearly half of the workforce is employed by organizations that aren't creating safe and welcoming environments for their employees.

This affects employee safety, wellbeing, and retention, and stunts the economic success of a company.



From 2019 to 2020
there has been a 50%
increase in searches for
DE&I positions




78% of all DE&I
searches have
occurred since June
2020 with 40% of
those since August

DEI Assessment

We've introduced a 3-minute diversity assessment that you can complete by yourself or with your stakeholders to determine your organization's diversity maturity level. This will help identify and prioritize areas for improvement we can partner on in the next quarter.



[CLICK HERE](#)



DEI Assessment

Please take a few minutes to fill out the below. All responses are anonymous.

* Required

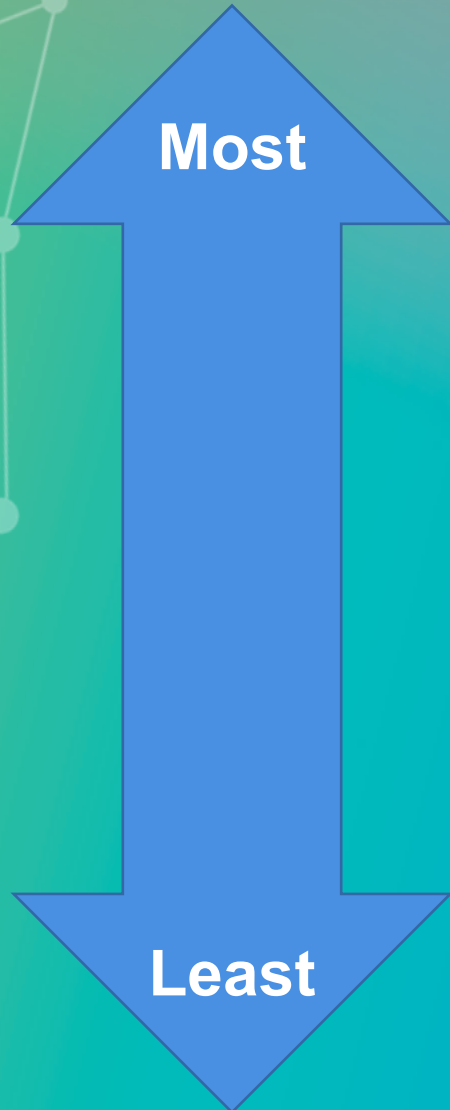
Company Name: *

Your answer

Job Title: *

Your answer

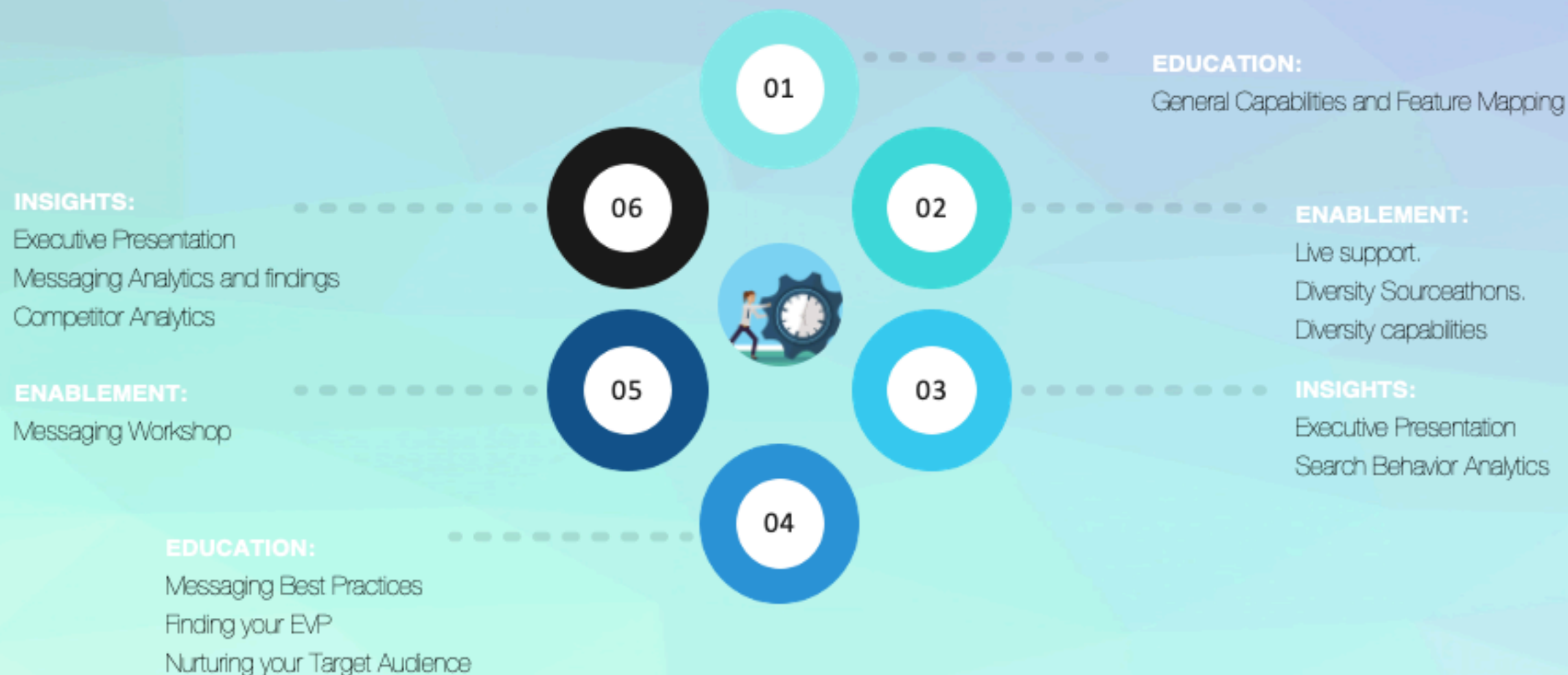
DEI Assessment Results*



- Pre-Interview 49.20%
- Interview Stage 45.20%
- Post-Hire 41%
- Retention & Inclusion 38%
- Candidate Experience 33.33%
- Internal Mobility 25%

*Data across variety of companies spanning multiple industries

DIVERSITY IMPACT JOURNEY



Meet The Panel



***Diversity L&D Recruiting Leader
Amazon***

- D&I Change Agent
- Keynote Speaker on Diversity at SourceCon Digital 2020



***Senior TA Executive Recruiter - UK & IE
Schneider Electric***

- D&I Champion across multiple continents
- INSEAD Developing Emerging Leaders Certification
- Diversity Recruiting Certification



***VP of TA & Development
Jumpcrew***

- 10+ years of TA Executive Leadership
- Partnered to build various DE&I programs



Kevin Walters Like | 0 |

Lead Diversity Sourcing Recruiter
Amazon

Kevin is a Lead Recruiter, part of a centralized diversity sourcing team, supporting A focuses on ""Think Big"" initiatives, Training, Strategic Programs, Recruiting, Mento years of expertise in recruiting & sourcing. Prior to Amazon, Kevin worked for sever Manhattan Associates, Coca-Cola Enterprises, and Home Depot. He attributes his success to his work ethic, being creative, having fun and willingne wake up every day and do something I love. ""Diversity is not a project for me, it is

SESSIONS

Tue Sep 22, 9:15 AM - 10:00 AM PDT / 12:15 PM - 1:00 PM Yot

How to be a True Diversity Sourcing Ally / Keynot

This presentation is all about Diversity vs Inclusivity: it's a "Real perception of Diversity Sourcing? What is it now and what it sho bias by removing blind spots, being empathic, and identifying sy

Join us for this very insightful presentation. We'll talk about tale There will also be Diversity sourcing hacks, sourcing techniques

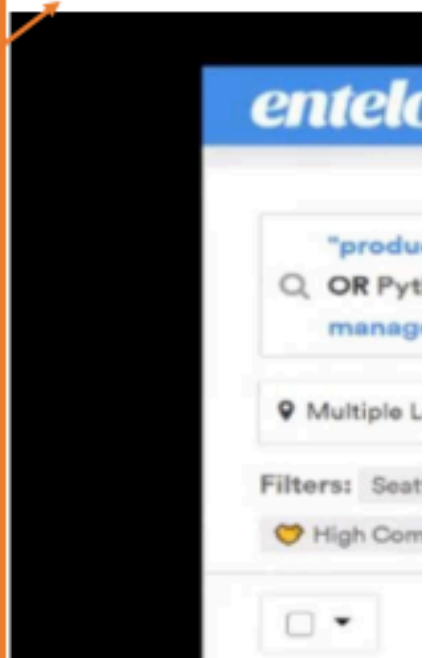
Another customer was in attendance and shared their screenshot with us (and their excitement).

Julianna Rosano

to me ▾

Hi—

I'm on the SourceCon Virtual confe

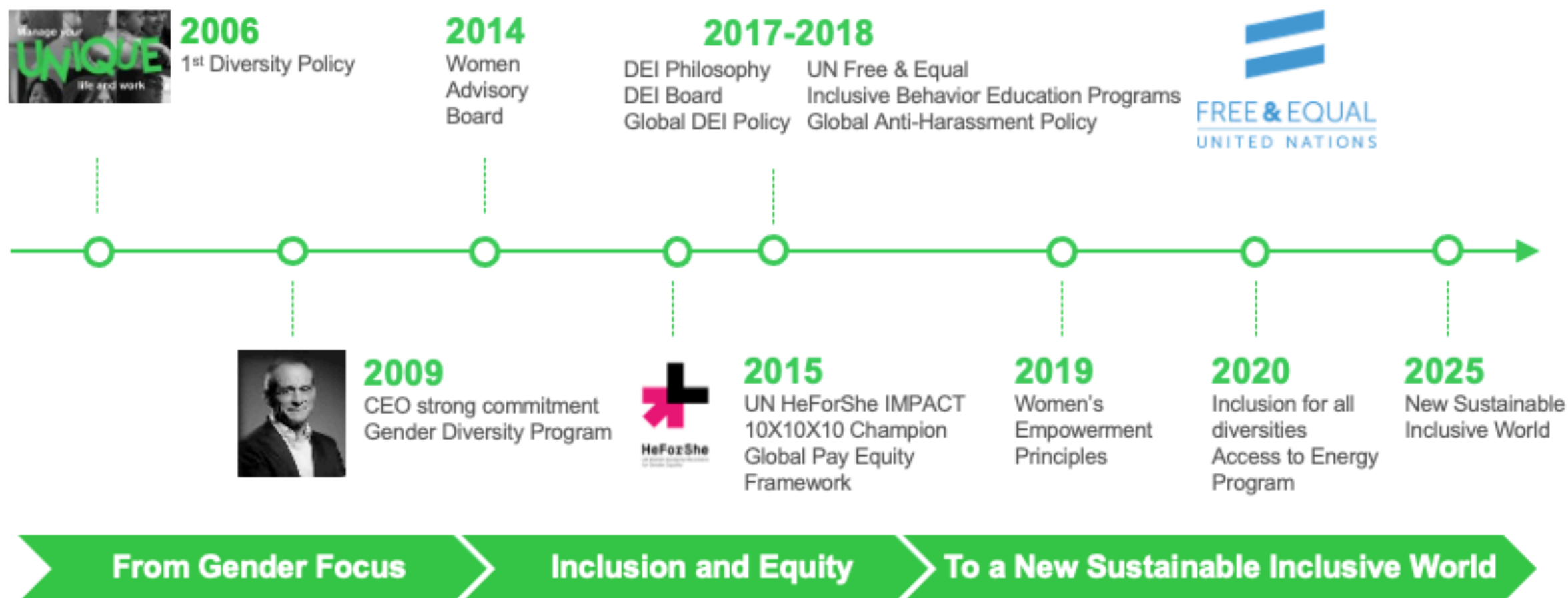


Kevin Walters on How to be a True Diversity Sourcing Ally

By TRISH WYDERKA OCTOBER 28, 2020



Our DEI Journey



78% of employees who responded to a Harvard Business Review (HBR) study said they work at organizations that lack diversity in leadership positions. (Harvard Business Review)

According to the study, “without diverse leadership, women are 20% less likely than straight white men to win endorsement for their ideas; people of color are 24% less likely; and [those who identify as] LGBT are 21% less likely.”

A lack of diversity in the leadership of an organization hampers innovation, prohibits members of minority groups from being recognized for their contributions, and fails to meet client expectations.

Entelo's Executive Team



Robert Tsao
CEO



Mark Landwer
CRO



Stacie Cheng
VP, Finance



Ivana Todorovic
VP, Engineering



Andre Boulais
VP, Customer
Success



Mariko Minamoto
VP, Operations



Chirag Patel
Sr. Director, Product



JOBVITE

 **tmp**worldwide

Taleo 

 **TeleSign**



 **CAREER**
BUILDER™



Larisa Wolf • 1st

Director of Customer Success | 🌟 #OfferingHelp

1w • 🌐

Join our [#Indy](#) or [#BayArea](#) team! Someday we look forward to coming together in an office again, for now, we're connecting virtually. We are looking for people who have a background in talent acquisition, p ...see more



📎 with You and 12 others

👍 Like 💬 Comment ➦ Share ➦ Send



Andre Boulais

Father, Husband, VP of Customer Success at Entelo

4mo • Edited • 🌐

Happy birthday to [#customersuccess](#) superstar [Jody Dandridge](#)! You are an amazing member of our team and an example to all of us at [#Entelo](#).

Whether it's strategically partnering with our [#customers](#) (like [Kristin Phillips](#), [Julie Rosano Bianca Ruiz](#), [Mark Coscarello](#) and so many more) to utilize our products or channeling your inner Bob Ross to teach a [#painting](#) class for company-wide [#team](#) building; you do everything with a [#passion](#) and a smile.

Enjoy your time away and know we are thankful for you!

[#birthdaywishes](#) [#teamwork](#) [#kudos](#) [#happybirthday](#) [#thankyou](#)
[#goingaboveandbeyond](#)



👍❤️ 22 • 5 comments

👍 Like 💬 Comment ➦ Share ➦ Send

📊 1,705 views of your post in the feed

Authenticity

[Home](#)
[My Network](#)
[Jobs](#)
[Messaging](#)

[Board Members Needed! - Companies In Indiana Are Seeking Professionals With Your](#)

Emma Gallagher • 1st
Employer Branding & Graduate Recruitment Lead at Schneider Electric
2yr • Edited •

What a great session to end the week! Thanks [Andre Boulais](#) for your visit and the refresher on all the wonderful things we can do with [Jobvite](#)!

[Peter Hogg](#) [Lisa Jarvis](#) [Wojciech 'Voycheck' Machalica](#) [Jess Munt](#) [Stacey Greenwood](#) [Aisha Nawaz](#) [Sarah Campbell](#) [Ana Pinto](#)

[#WhatDidYouLearnToday](#) [#LifeIsOn](#) [#HappyFriday](#)

91 • 11 comments

Reactions

+83

Like Comment Share Send

[Home](#)
[My Network](#)
[Jobs](#)
[Messages](#)

Aisha Nawaz • 1st
Revolutionising Talent | INSEAD Emerging Leader | Brand Ambassador | S...
2yr • Edited •

[#ThrowbackThursday](#) Meeting [Jobvite](#) [#wizard](#) [Andre Boulais](#) last week who shared some great insights and how to boost social recruitment strategy. Looking forward to more [#JobVite](#) sessions! [#Eat](#) [#Sleep](#) [#Recruit](#) [#LifeIsOn](#) [#SEGreatPeople](#) [Peter Hogg](#) [Wojciech 'Voycheck' Machalica](#) [Lisa Jarvis](#) [Jess Munt](#) [Ana Pinto](#) [Emma Gallagher](#) [Nisreen Kheiri](#) [Petter Torgersen](#) [Marceli Nowakowski](#) [Yeonjoo Lee](#)

Diversity & Inclusion Strategy

How can we build sustainably inclusive originations?



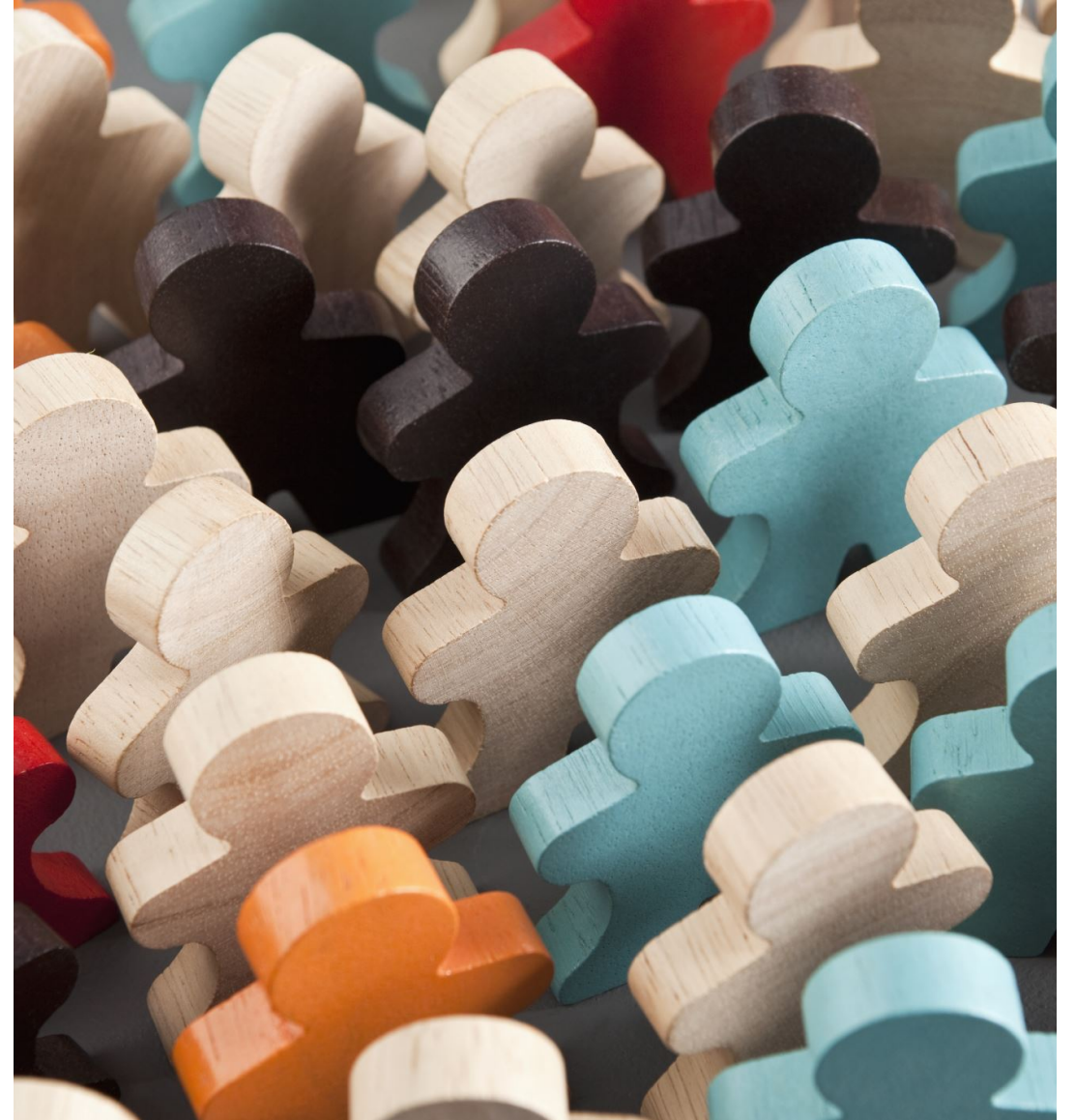
Candidate Experience Poll Question:

1. We do not track the candidate experience.
2. We survey candidates on their experience but we do not measure diversity or inclusion.
3. We survey candidates on their experience in regard to diversity and inclusion once in the hiring process.
4. We survey candidates on their experience in regard to diversity and inclusion throughout each stage of the post-application process.

Candidate Attraction Inclusion Poll Question:

1. We do not have any process for attracting candidates from historically underrepresented groups.
2. We use diverse media channels and job boards to attract candidates from historically underrepresented groups.
3. We use diverse media channels and job boards to attract candidates from historically underrepresented groups and track and measure our efforts.
4. We use diverse media channels and job boards to attract candidates from historically underrepresented groups, track and measure our efforts, and have multiple community and education partnerships, internship, and sponsorship programs to increase diversity within our hiring.

DEI Q&A



Diversity Equity & Inclusion Workshop

Entelo's Diversity in Recruitment Strategy Workshop provides your Talent Acquisition team with education and training on the industry leading D&I sourcing and hiring practices.

Our training program equips your TA team with best practices to source future hires from underrepresented groups.



entelo
Diversity in Recruiting Strategy Workshop

Diverse Teams Start With Equitable & Inclusive Recruiting Practices.

That's why we created the Diversity in Recruiting Strategy Workshop, an interactive training program that provides Talent Acquisition teams with the education and training to drive diversity, equity & inclusion within their sourcing and hiring practices.

Built upon proven best practices, the Diversity in Recruiting Strategy Workshop empowers TA teams to maximize DE&I recruiting efforts through mastery of the Entelo platform and bring these skills into their everyday work – from sourcing underrepresented talent to ensuring inclusive and unbiased candidate outreach.

The Diversity in Recruiting Strategy Workshop Includes:

- Up to 20 hours of comprehensive sessions focused on finding and engaging talent from historically underrepresented groups while mitigating unconscious bias for improved process.
- Education that enables employees to address tough diversity and inclusion questions head-on.
- Informed and certified facilitators leading all sessions.
- Long term partnerships and growth, as becoming socially conscious and aligning our work and engagement accordingly, is a continuum. There is no true mastery nor end to this critical effort.



entelo

Customized to your team's unique needs and goals.

Our Customer Success and Customer Education teams partner closely with your team to assess your current processes and policies and understand your unique Diversity Equity & Inclusion goals. With your team's goals in mind, we design a customized workshop that will help you reach them.

WEEK 1

- PRE-WORKSHOP**
Entelo internal prep and initial customer assessment.
Duration: 3 hr
- WORKSHOP KICK-OFF**
Entelo and your TA leadership sync on your diversity goals, with initial assessment results to help inform workshop goals.
Duration: 1 hr
- WORKSHOP CUSTOMIZATION**
Resource and materials gathering and communications with TA team leads for tailored workshop materials.
Duration: Up to 4 hrs of prep work
- DIVERSITY IN RECRUITING WORKSHOP**
Interactive session led by Entelo to equip your TA team with the identified skills and knowledge.
Duration: 1 hr

WEEK 2-4

- DIVERSITY IN RECRUITING OFFICE HOURS**
Interactive session led by Entelo applying the lessons learned in previous workshop to user homework and behavior.
Duration: 1 hr
- REVIEW & NEXT STEPS**
Entelo team syncs with your TA leadership to review post-workshop survey results and findings, and advise next steps.
Duration: Reports + 1 hr consultation

Resources

Sub Header

- [Investing in DEI](#)
- [Creating Employee Resource Groups](#)
- [Prioritizing D&I Through Change](#)

**“I am not
different from you,
I am different
like you.”**

Dr. Laraine Kaminsky, President of GlobalLK

**Any
QUESTIONS?**





THANK YOU!

entelo

info@entelo.com

Life Is On

We believe access to energy and digital is a basic human right.



Life Is On

Schneider
Electric

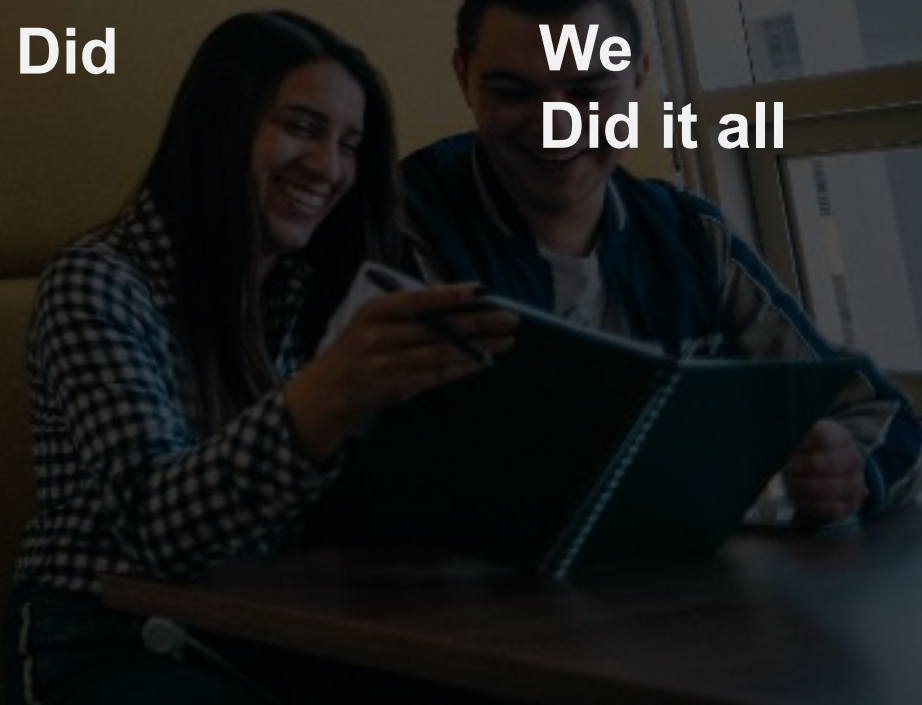
AGENDA

1 Introduction

2 Our DEI Journey

3 What We Did

4 Strategy
How We Did it all



Click To Edit Title

Our DEI Ambition is to
“provide **equal opportunities**
to everyone everywhere
and to ensure all employees feel
uniquely valued and safe
to contribute their best”



DEI is in everything we say and do

Our Sustainability Strategy

2018 – 2020
SCHNEIDER
SUSTAINABILITY
IMPACT

Our Core Values

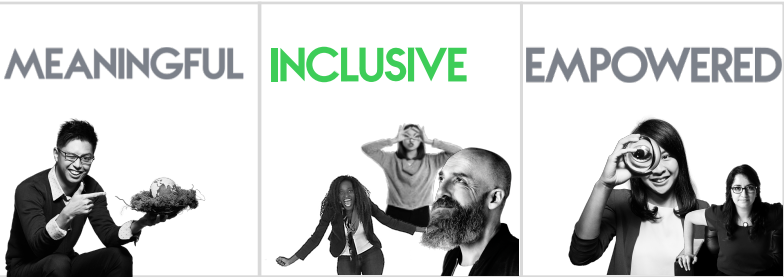
EMBRACE DIFFERENT

Different is Beautiful

We are 100% committed to **Inclusion**. "Exclusion" is not even in our vocabulary. We believe in **equal opportunities** for everyone, everywhere. This means welcoming people from all walks of life, ages and cultures, embracing different perspectives and calling out bias when we see it. So that every person feels **uniquely valued** and **safe** to be at their best. To us, a stranger is simply a friend we haven't met yet.



Our Employee Value Proposition



Our Leadership Expectations

BUILD THE BEST TEAM

Make Your Team Better than Yourself

Trust is our fuel, and **empowerment** the engine. Leaders are only as good as their teams. Become a **coach** by developing, recognizing, and **providing feedback** to your people. Be a talent scout to build **diverse teams**. Be an **inclusive leader** to generate **psychological safety** around you. Don't create followers. Create more leaders.

External Diversity, Equity & Inclusion Recognitions

2020 - 2019



Schneider Electric Global Recognition

2019 CATALYST AWARD
winner



Schneider Electric Country Recognition



Glassdoor Best place to Work
in the US and France



Presidential commendation for
gender equality, SE Korea



JobMarket Employers of
Choice awards, SE Hong
Kong



Great Place to Work in the
US certified, SE US



Forbes Best Employers for
Diversity 2020 , SE US



Forbes Best Employers for
Diversity 2019, SE US



Top Employers for Young People
Canada's Top 100, SE Canada



Parity Certification,
SE Canada



Comparably Best Place to
Work for Women, SE US



Comparably Best Company
for Diversity, SE US



Chamber of Commerce
Inclusion & Diversity Award , SE
Canada



Family Friendly employers
award, SE Hong Kong



WEP's Award in the "Gold"
category, SE Brazil



Universum Most Attractive
Employer, SE Mexico




New Leaders Initiative
Award, SE Brazil

Our DEI Strategy

Diversity & Inclusion → Belonging → Innovation & Performance

Empowered Diversities




Gender; Nationalities;
Generations; LGBT+;
People with Disabilities

Inclusive Practices



Family Leave; Pay Equity
Bias-Free Processes;
Multi-hub; **Global Flexibility Principles**

Inclusive Behaviors



Hidden Bias
Education

Advocacy



United Nations partnerships,
Awards & Indices;
Speaking engagements

Leading Our DE&I Strategy

Belonging, Innovation and Performance



Empowered
Diversities



Inclusive
Practices



Inclusive
Behaviors



Advocacy

Partnerships + Advocacy



HeForShe



FREE & EQUAL
UNITED NATIONS

2019 CATALYST AWARD

Winner



In support of

**WOMEN'S
EMPOWERMENT
PRINCIPLES**

Established by UN Women and the
UN Global Compact Office

Women in Energy
Program



Embedding Inclusion

Multi-Hub
Model



Pay Equity
Framework



Global Family
Leave



Hidden Bias
Education



Women Leader's
Program



Data Driven Story-telling

Talent Insights Portal



Open Talent Market



Schneider Sustainability Impact

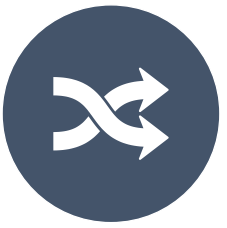


Life Is On

Schneider
Electric

Flexibility at Work 2020

Fostering well-being & inclusion through a smart working culture



Health & Wellness

Healthy behaviors,
healthy lifestyles, and
general well-being



Global Flexibility Principles

Working in flexible
ways for a better
work-life integration



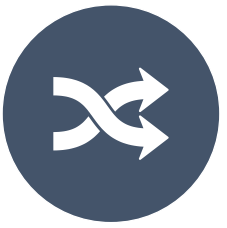
Workplace of the Future

Smart, attractive,
and energizing
workplaces

Top 33 countries (89% of our workforce): 100% have deployed telecommuting and flexible hours, 91% flexible holidays, 86% volunteering and 77% part-time working as of end 2018

Global Family Leave Policy

Fostering inclusion through minimum global standards



Primary Parental Leave	Secondary Parental Leave
12 weeks Natural birth and adoption	2 weeks Natural birth and adoption
Bereavement	Care Leave
1 week	1 week



**Fully implemented in all countries, covering 99% of our global workforce.
By 2020: 100% of employees work in countries that have fully deployed the policy.**

Go Green in the City

2019 Achievements

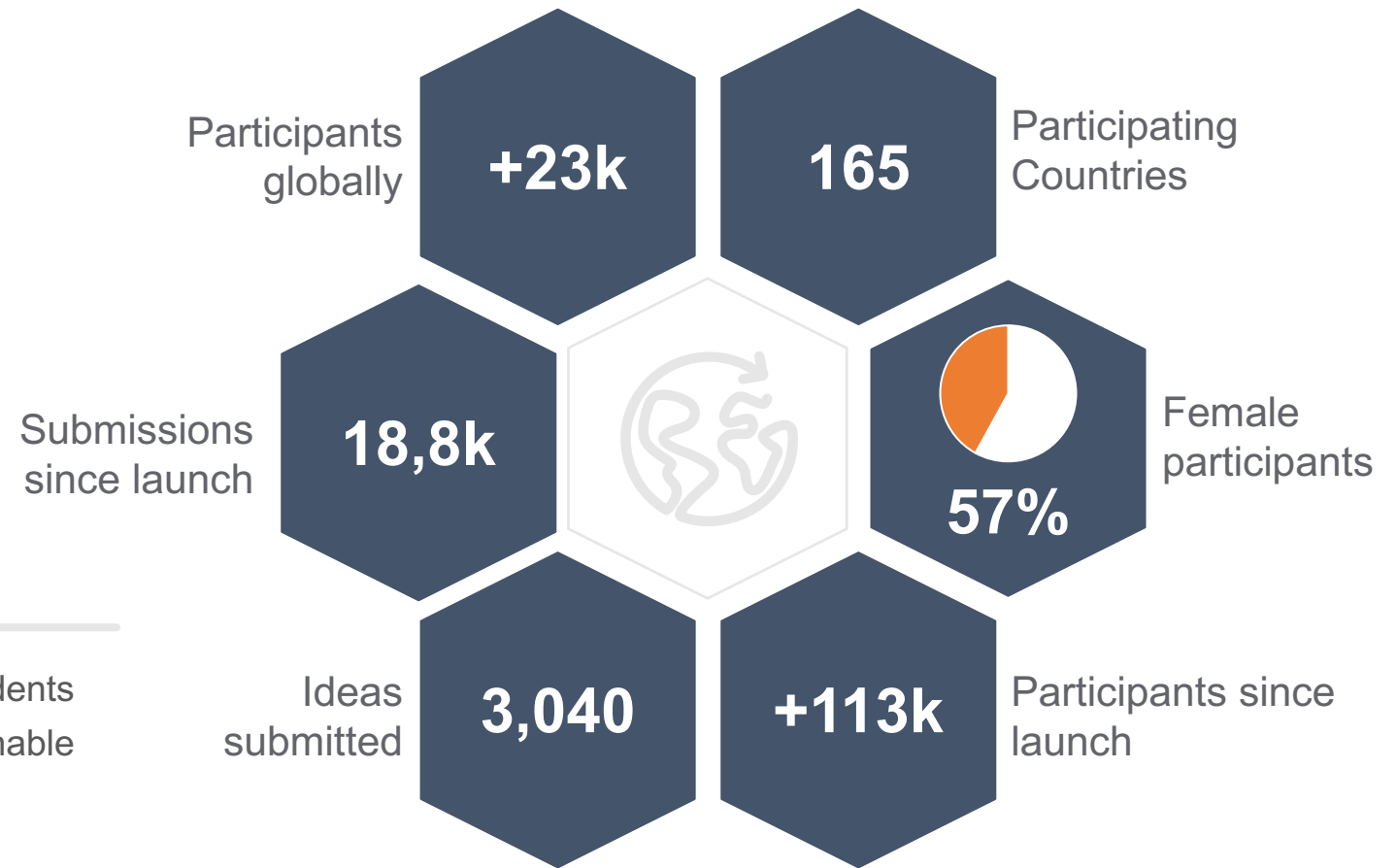


Strong increase

in participation in all our **key geographies**



- Schneider Electric's global competition for university students
- The competition aims to discover bold, smart and sustainable ideas for the cities of the future
- At least one woman in a team of two people



UN Free & Equal Standards of Business Conduct

Tackling Discrimination against Lesbian, Gay, Bi, Trans, & Intersex People



Companies should...



RESPECT HUMAN RIGHTS

of LGBTI workers,
customers and
community
members



ELIMINATE DISCRIMINATION

against LGBTI
employees in the
workplace



SUPPORT LGBTI STAFF

at work



NOT DISCRIMINATE

against LGBTI
customers, suppliers
and distributors-and
insist that business
partners do the same



STAND UP FOR HUMAN RIGHTS

of LGBTI people in
the communities
where they do
business



UNITED NATIONS
HUMAN RIGHTS
OFFICE OF THE HIGH COMMISSIONER



FREE & EQUAL
UNITED NATIONS FOR LGBTI EQUALITY

Innovation Summit World Tour 2020



Innovation Summit World Tour 2020: Event Calendar

October 2020						
Su	Monday	Tuesday	Wednesday	Thursday	Fri	Sa
27	28	29	30	1	2	3
4	5	6	7	8 Rest of the World CET 1:45-4:30PM	9	10
11	12	13	14 Pacific SYD 1PM-3PM	15	16	17
18	19 MEA	20	21	22	23	24
25	26	27 East Asia SGT 10AM-12PM	28	29	30	31

November 2020						
Su	Mon	Tuesday	Wednesday	Thursday	Fri	Sa
1	2	3	4	5 Korea KST 9:30-11:30AM	6	7
8	9	10 North America EST 11AM-1PM	11	12 France CET 10AM-12PM	13	14
15	16	17 Turkey UTC+3 10AM-12PM	18	19 South America UTC-5 9AM-11AM	20	21
22	23	24 UK&I GMT 9AM-11AM	25	26 Hong Kong	27	28
29	30	1	2	3	4	5

Events with local language & Hub

- Korea

NAM

France

Turkey

SAM

Korean

English / Spanish

French

Turkish

Spanish
- IEC (English)

NEMA(English)

IEC (French)

IEC (English)

IEC (English)

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